Dealing Effectively With Works Councils in G

- What are Work Councils and Severely Handicapped Representatives (SHE)
- Basic Premise
- Works Council Rights
- Developing Relationship
- Meetings

Dealing Effectively With Works Councils in G

- Works Councils are

- Elected by employees of the organization
- Authorized to participate in
  - Nearly all organizational and personnel actions that affect local national employees
- Legal rights making proposals for the benefits of employees
- Representing employees in grievances

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- Severely Handicapped Representatives
  - Represent severely handicapped employees at work councils
  - Need to be heard before decision is made

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Works councils are established

- Local agencies
- District or intermediate levels
- Highest service authority

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Basic Premise

German Personnel Representation Law establish principles

- Management and works council interact as equal partners
- The law does NOT envision a controversial relationship

- IT DOES establish a framework to cooperate in mutual trust to protect employees interest and to accomplish the organizations mission

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Basic Premise

Management and/or Works Council

- May initiate labor court action if
  - Management does not meet it's obligation under GPRL
  - Exclusion of members or dissolution of the council if gross violation of legal obligations exists

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Works Council Rights

- Right to be heard while making proposals to employees or representing employees in grievances
- Right to receive timely and comprehensive information on all management plans affecting employees

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Works Council Rights

Right to cooperate (works council support for actions) Instatement, contract termination,

Right to co-determinate (management must consult works council prior than action takes place. Action can not be taken while works council does not concur) Safety related matters, Working time and breaks

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Developing Relationship

- Know who the works-council members are
- Meet with works council members
- Open door policy
- Open communication
- Communicate mission and goals

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Developing Relationship

- Create conditions for innovation and improvement for employees
- Listen to concerns
- Encourage works council to find and to present solutions to management-employee problems
- Avoid emotional responses

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Developing Relationship

- Choose the right “battles”
- Create team approach
- Generate ideas without criticizing
- Pay attention to negative influences
- Prevent “personalities” from influenzing decisions

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Developing Relationship

- Involve works council early and ask their opinion before taking decisions affecting workforce
- Know your labor relation specialist CPAC
- Involve CPAC before making decisions having legal implications

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Meetings with works council and SHE representative

- Do be done whenever necessary but at least once a month
- Chaired by works council
- To be done in a professional and formal manner

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Meetings with works council and SHE representative

- Select SME together before the meeting
- Business language is German
- If internal management discussions are necessary ask for a break
- Know your subject

Dealing Effectively With Works Councils in G

Meetings with works council and SHE representative

- Select SME together before the meeting, if necessary
- Official language is German
- If internal management discussions are necessary ask for a break
- Know your subject